FACTORS ASSOCIATED ON THE EVALUATION OF ECONOMIC UNITS IN MEXICO

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ABSTRACT

The purpose of the study is to identify factors which are evaluated formally for the analysis of economic units (EUs) as the basis for determining strategies for its development. During the study the model is used as an official to diagnose the current state of the reference units is defined. The investigation includes a comparison of some national and international studies, which show the similarities and differences on the subject treated. This research has identified that the Ministry of Labor and Social Welfare "Secretaría del Trabajo y Previsión Social" (STyPS) and the National Institute of Statistics, Geography and Informatics "Instituto Nacional de Estadística, Geografía e Informática" (INEGI), are the institutions responsible for carrying out officially, major uprisings EUs, through the National Survey of Employment, Wages, Technology and Training in the Manufacturing Sector "Encuestas Nacionales de Empleo, Salarios, Tecnología y Capacitación en el Sector Manufacturero" (ENESTYC), and further concentrate the most important factors. To determine these factors, involving national and international agencies including the World Bank highlights also for information, The ENESTYC integrate the methodological aspects that guide the development of the survey and the tabulation of the results generated from the gathering information. The purpose of the survey focuses on meeting the demand for information on specific topics, not just the Ministry of Labor and Social Welfare "Secretaría del Trabajo y Previsión Social" (STPS), but other public and research institutions, international organizations, researchers and national and foreign universities chambers, among others. Finally the eight official factors identified in the analysis of the EUs are: F1 Establishments features, F2 Production and organization, F3 Market, F4 Quality control and technology, F5 Employment Forms, F6 Salaries, F7 Training and F8 Health and safety.

KEYWORDS: Evaluation Factors, Economic Units, Profile of Enterprise, Enterprise Characteristics

INTRODUCTION

Several related to evaluation of economic units in the country, studies support the need to further advance its development (Córdova, 2011). This fact can be confirmed, with some studies described in Table 1:

Table 1: Comparison Between Studies in Mexico

Study / Theory	Author	State law and safety	competitiveness / Investment Physical / Capital Productivity	Equal Opportunity / Formal and Informal Education / Payroll / Training	Sustainability	Policy makers / Market	Quality	Technology	Features establishment	Production and Organization
Explanatory factors for competitive success	Aragón & Rubio (2005)		Financial capabilities of the EUs	Policy Implementation HR director		Marketing Capabilities	Quality of Product or Service	Technology Position / Development and Innovation / Technology information and communication	Educational attainment of the maximum responsible or manager	
Strategic analysis for the development of SMEs	Ballina (2010)			Application of a larger number of Human Resources practices		Exploratory strategies Track type / Access to new markets		Development and Innovation of New products / services / Having a strong technological position / ICT	Time in the Market / Society Mercantile Exchange / Perform more alliances and cooperation agreements	Performing Strategic Planning Formal

Source: own

Table 2: Comparison between studies in Mexico (continued)

Study / Theory	Author	State law and safety	Competitiveness / Investment Physical / Capital Productivity	Equal Opportunity / Formal and Informal Education / Payroll / Training	Sustainability	Policy makers / Market	Quality	Technology	Features establishment	Production and Organization
Explanatory factors of business success	Velasco (2007)		Entrepreneurial capacity	Skills and abilities in managerial, administrative and operational management					Knowledge of the business with the surrounding environment	Ability and skill in handling the administrative tools
The Mexican national innovation system: Institutions, Policies, Performance and Challenges	Dutrénit et al. (2010)		Foreign Direct Investment / International Remittance			International trade / Macroeconomic Stability			Demographic dividend (Characteristics of the growth rates of the population, aged active 15 and 65)	
The last Marx (1863-1882) and Latin American liberation	Dussel (1990)	Capital / Propiedad Territorial		Wage labor						

Source: own

As can be seen from the above table, there are some more factors authors coincide in others. And you can see that the safety aspects and sustainability are the factors least considered in studies when in Mexico these factors, attention to safety and sustainability, are also some of the main issues under discussion at present society, such situations impacting on national and international economic development.

Moreover, making a comparison between international studies, the following table appears:

Table 3: Comparative International

Study / Theory	País / Autor	Factors									
		State law and safety	Competitiveness	Investment physical capital / Productivity	Equal Opportunity / Formal and Informal Education / Payroll / Training	Sustentabilidad	Policy makers / Market	Quality	Tecnología	Property Features	Production and Organization
Factors Considered in this Research	Mexico. various Authors	Health and Safety	Competitiveness / Productivity		Formal Instruction / Payroll / Training		Public Policy / Market Strategies	Quality	Technology	Property Features	Methods and Techniques
"Competitiveness of the Castilian-Leonesas: Analysis of some relevant factors"	España. Marbella (1998)		Productivity / Performance / Competitiveness				External economic factors / Internationalization	Total Quality	Innovation I + D / Design	Size / Growth / Ccorporate culture	Leadership Styles
"Success factors of small -and medium- sized enterprise in Taiwan: An analysis of cases"	Taiwán. Lin (1998)			Human Resources / Capacity			Internationalization	Quality	technology / R & D	Enterprise characteristics	Structure

Source: own

As can be seen from the above table, according to the literature, six factors are inconsistencies in the 3 countries in the analysis, and it is remarkable that also the safety aspects and sustainability, yet are not considered as variables of study in some research. As these factors, attention to safety and sustainability, as mentioned, are some of the main issues being discussed in society today internationally, as situations that impact the economic development of nations.

Objective

Identify what factors are evaluated for the analysis of economic units (EUs) in Mexico.

Specific objectives of the study

Identify which institution (s) national (s) in Mexico, which is considered most significant to analyze the EUs, as a

basis for study, evaluation and development of proposals to promote better development.

METHODS / APPLICATION OF PANEL DATA ANALYSIS

Criteria of Methodological Procedure

The purpose of the study is to identify what is primarily evaluated in Mexico for analysis and momentum for the development of the manufacturing sector EUs.

Type of Research

The present study is a non-experimental, cross-sectional explanatory applying qualitative / documentary research methodology.

It is an investigation on the transactional mode, which starts as a descriptive, concluding as explanatory.

The independent variables that constitute the antecedent (cause) already happened, like its consequent (effect). The behavior of each of the study variables, described in a first approach, to know: what, how and why each of the features.

Description of Actors Involved

Principal (s) survey (s) used (s) for removal of information from the EUs of manufacturing in Aguascalientes, Mex.

Stratification

As a reference, referred to in the manufacturing sector, the stratification of the EUs is done within each branch of economic activity in four groups according to the total number of employed person's dependent (large, medium, small business name and micro).

Table 4: The Stratum Manufacturing Sector

Stratum	Denomination	Ranges Personnel Employed
1	Big	251 +
2	Medium	101-250
3	Small	16-100
4	Micro	1-15

Source: INEGI, 2010

Data Collection Instrument

Documentary research of the main information sources of the EUs, of the economic sector in study.

Working Hypothesis (Empirical)

You on the basis as described in the National Development Plan 2007-2012, the surveys conducted by the ENESTYC and OECD, Mexico in recent years has made efforts to achieve a better economic development in their economic units, but so far these efforts have not been enough to achieve development demanded by all Mexicans.

Considering the above, planet official identification model analysis of EUs could help is given, more effectively and capitalization revival of manufacturing in Mexico.

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RESULTS

The main official sources identified in Mexico for surveys information from EUs as a way to analyse them as a basis for developing strategies to promote their development are: The Ministry of Labor and Social Welfare (STyPS) and the National Institute of Statistics, Geography and Informatics (INEGI), which began in 1992 to make surveys by the National Surveys on Employment, Wages, Technology and Training in the Manufacturing Sector (ENESTYC), in order to have information on: employment and training, work organization, production and technological aspects. This as a support in attaining to the goal of having sufficient and reliable information in order to analyze the profile of the Manufacturing sector in Mexico.

By analyzing this information, you could have opinions closer to reality and which may also help design proposals to raise the productivity of that sector. However, we must not forget that this has been a challenge for the Mexican manufacturing industry and in general for all sectors of the national economy, which today are facing globalization, which brings innovation processes production, introducing new technologies and adopting the system in time and / or systems of quality management, and the training of workers and changes in the organization of work through job rotation and employee participation in setting performance standards on issues that directly affect employment.

In this regard, it is considered important place in its theoretical and empirical reality this fact, with the inclusion of technological innovation and their close relationship with quality systems and its own direction quality (QD) it has a serious connotation with the theory of management and organization, highlighting the work of Cole and Scott (2000), in addition to the literature on the variable quality has been postulated to address quality in a serious relationship to the competitive position of the organization, as it would in this case the manufacturing sector itself, highlighting the work of Grant, Shani and Krishnan (1994); Powell (1995); Reed, Lemark and Montgomery (1996); Lee, Adam and Tuan (1999); Terziovski and Samson (1999) cited in Tena and Camai (2004).

Added to this, and in order to register these changes in productive organization, the National Survey on Employment, Wages, Technology and Training in the Manufacturing Sector (ENESTYC) aspects that extend the previous uprisings information on training are incorporated , research and / or technological development and certification to international quality standards of production processes. Additionally, at the request of the World Bank, joined ENESTYC questions to capture information about support programs and technical assistance to private and public institutions (ENESTYC, 2001).

In the same idea, comprehensive coverage ENESTYC manufacturing sector covers 54 branches established in the Mexican Classification of Activities and Products 1994 (CMAP). In ENESTYC is considered especially important to get information to assess the behaviour of this group of establishments (Profile), considering the global economic environment. Added to this, also contains the methodological aspects that guide the development of the survey and tabulated the results generated from the collection of information, whose focus is on meeting the demand for information on specific topics not only the Secretariat Labour and Social Welfare (STPS), but other public and research institutions, international organizations, researchers from national and international universities and business associations, among others.

Now, about the indicators measuring the ENESTYC, these are:

Characteristics of Establishments

Main Product made, years of operation in its current rotation and origin of capital (domestic or foreign).

Production and Organization

Implementation of new organizational methods and their impact on production aspects and its employment structure; value of output and fixed assets; percentage of installed capacity; expenditures for materials and supplies, services or outsourcing "maquila" requested the establishment, waste and expenses and / or re processes.

Market

Main effects of the FTA; competitive products manufactured by the facility regarding domestic and imported; revenues made on site, tolling services and other products; forms of organization with other companies for the purchase of materials, machinery and equipment, for training or research activities; destination of products in the domestic and international market as well as the percentage expenditure of raw materials by source market.

Quality Control and Technology

Status of implementation in the production process quality control and how it is applied; existence of any quality certification; degree of modernization of the machinery and equipment used in production; and introduction of new machinery and equipment, country of origin and effects on production and employment structure, in addition to the form of maintenance of machinery and equipment, and research and technological development.

Forms of Employment

Number of workers in different occupational levels by gender; educational level and length of service; condition of association and labor union to which they belong; type of contract; hours worked; existence of vacancies and required job profile, issues covered by collective agreement or bylaws, as well as features in the recruitment of staff.

Salaries

Salary categories and variation between the highest and the lowest; type of benefits and payments to different occupational levels for salaries and wages, benefits and overtime by occupational level and gender.

Training

Existence of the Joint Training and Training; worker training and duration of the courses; type of agents who provided the training, knowledge and / or support training programs.

Health and safety

The existence of the Joint Health and Safety Committee, mode of operation, type of risk occurrence and recorded work.

In addition to the above, also includes information on the knowledge and industry participation in support programs offered by different public and private institutions (ENESTYC, 2001).

CONCLUSIONS & DISCUSSIONS

In conclusion of the above grounds, the following model for the evaluation of EUs in Mexico emerges in the Manufacturing sector:
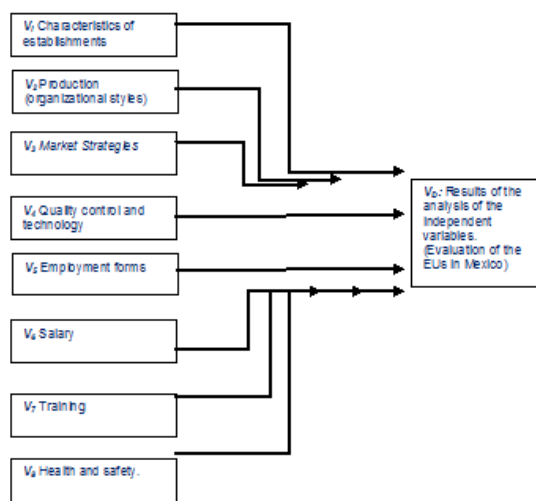

Figure 1: Model for the Evaluation of EUs in Mexico, in the Manufacturing Sector

Source: Own and ENESTYC, 2010.

The above model is supported in studies by different authors, as shown in the following tables:

Taking reference identifies factors ENESTYC and doing a review of the theories or studies related to the analysis of the profile of the companies and their determining factors of development, we have the following information:

Table 5: Characteristics of Establishments

Factor Name	Principal Variable	Study / Theory	Author	Year
1. CHARACTERISTICS OF ESTABLISHMENTS	YEARS ORIGIN OF CAPITAL	Prior knowledge and entrepreneurial innovative success The main indicators of Economies are 12, the second one is: 2-Macroeconomic Trends	Cantner, Goethner y Meder The Organization for Economic Cooperation and Development (OECD)	2007 2009

Source: Own

Table 6: Organization and Labor Relation

Factor Name	Principal Variable	Study / Theory	Author	Year
2. ORGANIZATION AND LABOUR RELATIONS / PRODUCTION (ORGANIZATION)	METHODS OR TECHNICAL	Strategic decisions of innovation in new products / processes, optimizing the use of resources to link marketing	Cheng and Musaphir Quoted in Bribiesca (2006) "Model for the development and deployment of manufacturing strategies"	1996
		Using forecasting methodologies, planning and production	Amoako y Boye Bribiesca (2006)	1998

		scheduling		
		Reflection on the care that should have theories applying motivation, leadership and organization emanating in different cultures where they plan to use.	Hofsted	1980
	COSTS	The main indicators of Economies are 12, the fourth of them are: 4.- Behavior of Prices.	The Organization for Economic Cooperation and Development (OCDE)	2009
	ASSETS	The axis of economy and competitiveness, job-creating strategy includes a focus on three areas, the first is: 1 Investment in physical capital.	National Development Plan 2007-2012	2006

Source: Own

Table 7: Market

Factor Name	Principal Variable	Study / Theory	Author	Year
3. Marke	EFFECTS OF FTA (TLC)	The fifth axis rector of the National Development Plan: 5 Effective democracy and responsible foreign policy.	National Development Plan 2007-2012	2006
	COMPETITIVENESS	The second guiding principle of the National Development Plan is 2 competitive economies that generate jobs.	National Development Plan 2007-2012	2006
	INCOME OPTIONS	Development / success of any organization is based primarily on how its members conceive their business vision, Druker this concept called "Theory of Business"	Drucker	1996
	PRODUCTIVITY	The axis of economy and competitiveness, job-creating strategy includes a focus on three aspects, the third one is: 3 high productivity growths.	National Development Plan 2007-2012	2006
	EFFECTS OF FTA (TLC)	The main indicators of Economies are 12, the third one is 3.- Trends Economic Globalization.	The Organization for Economic Cooperation and Development (OCDE)	2009

Source: own

Table 8: Quality Control and Technology

Factor Name	Principal Variable	Study / Theory	Author	Year
4 QUALITY CONTROL AND TECHNOLOGY	Quality	Product quality affects market position positively, which have an effect on business performance	Philips, Roquebert y Westfall Citado en Bribiesca (2006) "Model for the development and deployment of	1993

			manufacturing strategies "	
	RESEARCH AND DEVELOPMENT	The focus on technology vs. cost, investment decision making in technology, workplace innovation in logistics	Hayes & Wheelwright (1984); Richardson (1985); Porter (1987) Cited in (2006) "Model for the development and deployment of manufacturing strategies "	1987
		Impact of technology and factors of development / business success.	Umesh, Jessup y Huynh (Op. Cit.)	2007
		The aim of the paper is to identify and test the factors that determine the successful diffusion and adoption of innovation theory, and revealing its importance for competitiveness / growing business development	Banytė y Salckaitė	2008
		The fourth rector of the National Development Plan axis is 4 Greening.	National Development Plan 2007-2012	2006
		The main indicators of Economies are 12, the seventh of which is 7.- Technology Trends.	The Organization for Economic Cooperation and Development (OCDE)	2009

Source: Own

Table 9: Employment ways

Factor Name	Principal Variable	Study / Theory	Author	Year
5. WAYS OF EMPLOYMENT	PREFERENCES BY GENDER	The third guiding principle of the National Development Plan is: 3 Equality of opportunity.	National Development Plan 2007-2012	2006
	NUMBER OF WORKERS	The main indicators of Economies are 12, the sixth of them are: 6.- Employment Performance	The Organization for Economic Cooperation and Development (OCDE)	2009
	AVERAGE OF FORMAL TRAINING MANAGEMENT	Companies with higher "Human Capital" are those that have more development	Metzger	2006
	% OF FORMAL TRAINING EMPLOYEES	The main indicators of Economies are 12, the ninth of them is 9.- Trends in Education.	The Organization for Economic Cooperation and Development (OCDE)	2009

Source: Own

Table 10: Salaries

Factor Name	Principal Variable	Study / Theory	Author	Year
6. Salaries	WAGE CATEGORIES	The main indicators of Economies are 12, the eleventh of them is: 11. Quality of Life.	The Organization for Economic Cooperation and Development (OCDE)	2009
	DIFERENCIA DE SALARIOS	The main indicators of Economies are 12, the twelfth of them is: 12. Equity Income and Education.	The Organization for Economic Cooperation and Development (OCDE)	2009

Source: Own

Table 11: Training

Factor Name	Principal Variable	Study / Theory	Author	Year
7. TRAINING	TRAINING	"Promoting vocation and entrepreneurial skills through the educational system and encouraging a stronger connection between academia and the world of work"	Kantis	2004
	QUALIFICATION OF WORKERS	The axis of economy and competitiveness, job-creating strategy includes a focus on three areas, the second one is: 2 Capabilities people.	National Development Plan 2007-2012	2006
	INVESTMENT IN TRAINING	Highlight seven main skills an aspiring entrepreneur, and therefore for their business with good growth / success.	Brown	2007

Source: Own

Table 12: Health and Safety

Factor Name	Principal Variable	Study / Theory	Author	Year
8. Health and Safety	JOINT COMMISSION	The first guiding principle of the National Development Plan is: 1 Rule of Law and Security.	National Development Plan 2007-2012	2006

Source: Own

From the information described in the above tables, eight factors (F1 Characteristics of establishments, F2 Organization and labor relations / production / organization, F3 Market, F4 Quality control and technology, F5 Forms of employment, F6 Remuneration, F7 Training and F8 Health and safety) that integrates the ENESTYC, and how these have also been referenced in related studies on this topic. This suggests that these factors have been considered to determine the profile of the EUs. Further baseline studies have presented empirical evidence about the impact or influence of these indicators, the development of enterprises, being the unit of study in this case, the factors evaluated in the manufacturing sector in Mexico. That is why the theoretical foundation and the construction of the particular theoretical approach to the ongoing investigation, we consider the arguments which have contributed as authors: Cantner, Goethner and Meder (2007); OECD (2009); Mashupir Cheng (1996); Bribiesca (2006); Amoako and Boye (1998); Hofsted (1980); NDP 2007-2012 (2006); Drucker (1996); Philips, Roquebert and Westfall (1993); Umesh, Jessup and Huynh (2007); Hayes and Wheelwright (1984); Richardson (1985); Porter (1987); Banyté and Salckaitė (2008); Kantis (2004) and Brown (2007). It

should be mentioned that in studies such as Ruiz and Taniura (1997) taken from reference databases and SECOFI INEGI (Ministry of Trade and Industry), the relevance of the information collected in their surveys of this type institutions such as INEGI and STPS, institutions also taken as reference in this research.

Future Research Areas

The research makes contributions to administrative in the economic sciences as factors are commonly used officially in Mexico, for the analysis and evaluation of the EUs in the Manufacturing sector in Mexico, as a basis for developing strategies to boost its development .

Future research the following pathways are proposed

- Know the opinions of executives analyzed with respect to the results of such research sector as well as the opinions of the cluster in this sector and government institutions such as the Ministry of Economy and the Ministry of Economic Development. Clusters as FOMAUTO: "Fomento Automotriz, AC", CLUSTRANS: Cluster AC Motor Carrier Aguascalientes, And Industrial Cameras like CANACINTRA: National Chamber of Industry and Transformation), and the Ministry of Labor and Social Welfare (STyPS) and the National Institute of Statistics, Geography and Informatics (INEGI).

- Apply the model study EUs from different sectors and branches of the national economy

- Make comparison of results between different sectors of the national economy. And with information from different areas and types of EUs

- Know the real interest rate and the development plans of the Ministry of Economic Development, Ministry of Economy, Cluster sector (FOMAUTO: "Fomento Automotriz, AC", CLUSTRANS: Cluster AC Motor Carrier Aguascalientes), Industrial Chambers (CANACINTRA: Camera national Industry and Transformation), Ministry of Labour and Social Welfare (STyPS) and the National Institute of Statistics, Geography and Informatics (INEGI), on the Manufacturing Sector in Mexico and the Automotive Industry.

- Analyse the actual role of the agencies described above to support the development of the sector under study.

- Determine the capacity of local and national government departments to design and operate the sector development plans analysed

- Compare the vulnerability of economic units of industry against market conditions.

- Determine how to design and operate development plans of government departments in this sector.

- Continue to improve the model of formal evaluation of EUs based on industry studies.

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